

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES**

**Agenda Item Summary Sheet**

**Committee:** Diversity and Multiculturalism      **Date of Meeting:** March 17, 2010

**Agenda Item:** Follow-up to OLA Evaluation of the System Office

Proposed  
Policy Change

Approvals

Other

Monitoring

**BOARD OF TRUSTEES  
MINNESOTA STATE COLLEGES AND UNIVERSITIES**

<b>INFORMATION ITEM</b>
<b>FOLLOW-UP TO OLA EVALUATION OF THE SYSTEM OFFICE</b>

**BACKGROUND**

Mr. David Olson, Chair, and James McCormick, Chancellor, of the Minnesota State Colleges and Universities requested that the Minnesota Legislative Audit Commission authorize the Office of the Legislative Auditor to conduct an organizational evaluation of the Office of the Chancellor. The final report was released in February 2010. The Diversity and Multiculturalism division of the Office of the Chancellor was included in the assessment.

Chair Olson has charged each committee with developing a strong response to this report as it concerns the role of the committee. This information item provides a framework for responding to the OLA report.

**OLA Recommendation: Efficiency and Effectiveness**

“There may be opportunities for administrative efficiencies through multi-campus or centralized delivery of some services” (page 28 of report). The report included a list of possible areas of study (page 30 of the report).

**“Table 2.5: Examples of Campus Administrative Services That Could be Candidates for Multi-Campus or Centralized Service Delivery” (page 30 of the report)**

**1) “Campus Diversity Training and Recruiting” (page 30 of the report)**

**Diversity and Multiculturalism Response:**

The Diversity and Multiculturalism division currently provides training in both multi-campus and centralized formats. The Diversity and Multiculturalism division has sponsored numerous multi-campus diversity training activities. These include training for New Immigrants provided at Minnesota State Community and Technical College, two American Indian conferences at Bemidji State University and three regional training sessions on backward design. Training on 1B.1 Nondiscrimination in Employment and Education Opportunity Policy is done in a multi-campus format. Training is also provided in many different formats, including electronic delivery systems, for affirmative action officers.

The Diversity and Multiculturalism division also provides technical assistance on affirmative action. In addition, it assists in recruitment by purchasing systemwide

services from MinnesotaDiversity.com (\$14,000) and by supporting participation in the Upper Midwest Higher Education Recruitment Consortium.

The Minnesota State Colleges and Universities system is well aware of the need for an educated workforce. With the changing demographics of Minnesota, it was imperative to reach out to some of our underrepresented communities to let them know that Minnesota State Colleges and Universities is ready to serve them. To reach

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- action items have been completed. Reports are submitted to the U.S. Department of Education semi-annually. Expected outcome: 100% of campuses will complete their voluntary compliance plans within the assigned time frame.
- b.** Affirmative Action goals will be evaluated to determine whether progress has been made. Expected outcome: 80% of the colleges will have achieved their Affirmative Action goals.
  - c.** All campuses will have campus diversity plans that support the system strategic plan's goals. The division of Diversity and Multiculturalism will evaluate each institution's progress